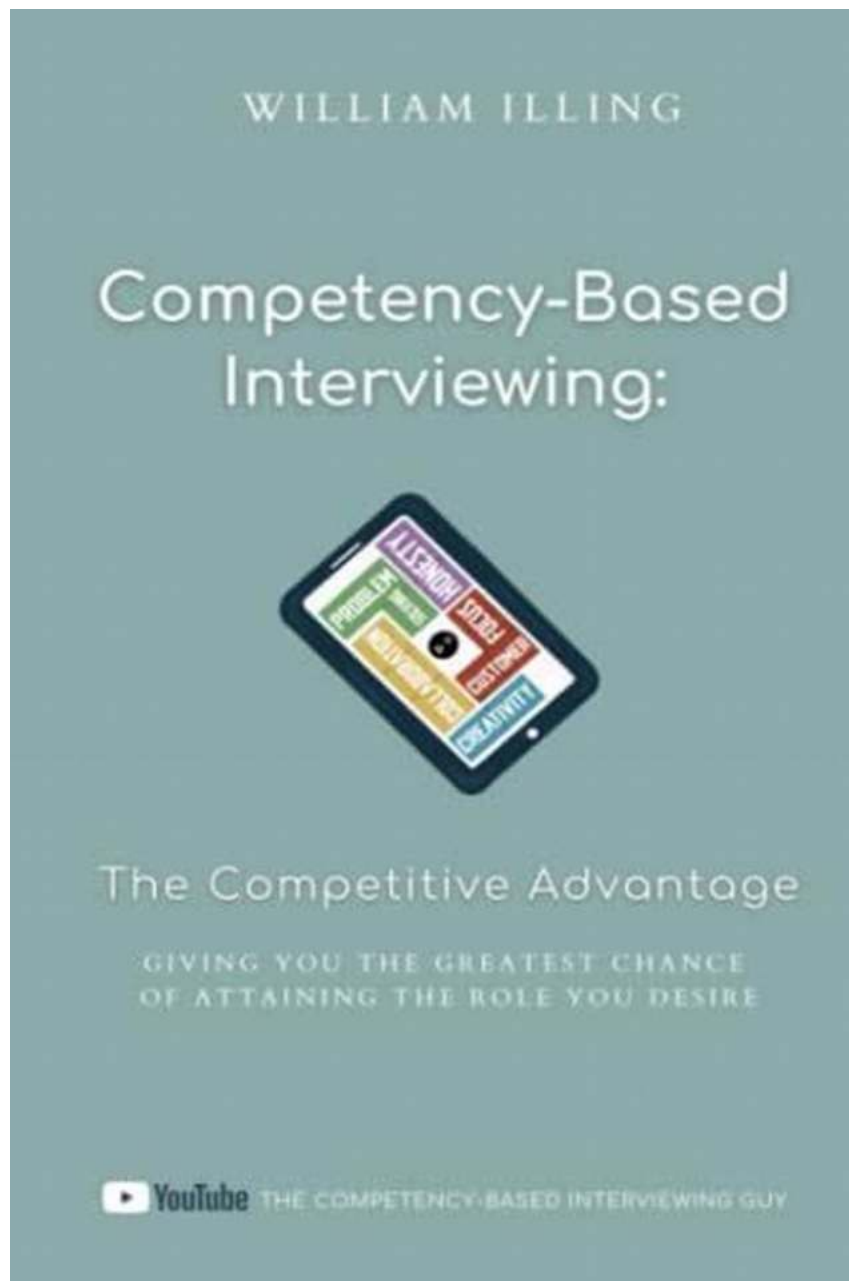


Competency Based Interviewing: The Competitive Advantage



Competency based interviewing has emerged as a powerful tool for both job seekers and employers in today's competitive job market. In this article, we will take an in-depth look at competency based interviewing, its benefits, and how it gives candidates a competitive advantage.

What is Competency Based Interviewing?

Competency based interviewing is an approach used by employers during the hiring process to assess a candidate's skills, knowledge, and abilities. Rather than focusing solely on past experiences and qualifications, competency based interviewing evaluates a candidate's behavioral characteristics and how they align with the requirements of the job.



Competency-Based Interviewing: The Competitive Advantage by Bernard Yudowitz (Kindle Edition)

★★★★☆ 4.5 out of 5

Language	: English
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Screen Reader	: Supported
Enhanced typesetting	: Enabled
Word Wise	: Enabled
Print length	: 124 pages
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During a competency based interview, candidates are asked specific questions that require them to provide examples of how they have demonstrated certain competencies in their past experiences. These competencies are usually identified by the employer as essential for success in the role.

The Benefits of Competency Based Interviewing

Competency based interviewing offers several advantages over traditional interview methods:

- **Objective Evaluation:** By focusing on specific competencies, employers can objectively evaluate candidates and compare their responses to determine the best fit for the job.
- **Accurate Predictions:** Competency based interviews provide valuable insights into a candidate's future performance based on their past behaviors, increasing the accuracy of predicting job success.
- **Reduced Bias:** This type of interview methodology helps reduce unconscious bias in the decision-making process, as it focuses on behaviors and skills rather than personal characteristics.
- **Evidence-Based Hiring:** Competency based interviewing requires candidates to provide specific examples, enabling employers to make hiring decisions based on concrete evidence.
- **Enhanced Candidate Experience:** Candidates appreciate competency based interviewing as it allows them to showcase their skills and abilities, providing a fair and engaging process.

Gaining a Competitive Advantage

In today's competitive job market, standing out from the crowd is essential. Competency based interviewing gives candidates a distinct advantage by allowing them to demonstrate their suitability for a role in a more comprehensive way.

By preparing for competency based interviews, candidates can align their experiences and accomplishments with the specific competencies sought by employers. This allows them to highlight their relevant skills and achievements, providing a strong case for their candidacy.

In addition, competency based interviewing encourages candidates to reflect on their past experiences and identify areas for growth and development. This self-assessment not only helps candidates improve their interview performance but also allows them to further develop their skills and competencies.

Furthermore, competency based interviewing enables candidates to showcase their unique qualities and personal qualities that may set them apart from other applicants. Employers are often looking for individuals who not only possess the required skills but also demonstrate the characteristics necessary for success in a particular role or company culture.

Tips for Excelling in Competency Based Interviews

If you want to outshine your competition in competency based interviews, consider the following tips:

- Research the company and job role thoroughly to identify the competencies most relevant to the position.
- Prepare specific examples from your past experiences that highlight your competencies.
- Practice storytelling techniques to effectively communicate your examples during the interview.
- Be confident and concise in your responses, focusing on the competencies being assessed.
- Ask questions that demonstrate your interest in the role and your understanding of the organization's values and goals.
- Follow up with a thank-you note or email to express your appreciation for the opportunity and reiterate your strong fit for the role.

Competency based interviewing provides a competitive advantage for both job seekers and employers. By focusing on specific skills and behaviors, this approach allows for objective evaluation, accurate predictions, reduced bias, and evidence-based hiring decisions.

For candidates, competency based interviewing offers an opportunity to showcase their relevant skills, align their experiences with employer requirements, and stand out from other applicants. By preparing effectively and leveraging their unique qualities, candidates can excel in competency based interviews and increase their chances of securing coveted job positions.

So, if you want to boost your success in the job market, embrace competency based interviewing and unleash your competitive advantage.



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A competitive advantage in Competency-Based Interviewing skills will give you the greatest chance of attaining the role you desire within the most suitable company for you.

There has been a significant increase in the number of companies requesting candidates to undertake Competency Based Interviews (CBI) recently, but as companies become more sophisticated in how they assess for these behaviours, the quality of the advice found online or even distributed by the recruiting companies remains primarily copied and pasted content that was well-intentioned but inadequately conceived in the first place.

This book will show you how to develop stronger example answers for the most popular CBI questions, with deep insight on each of the behavioural competencies sought by companies today, a far more effective methodology than STAR for formulating your own examples and a plethora of examples provided by clients of mine who have used the techniques found in this book to acquire roles from Analyst through to Senior Director levels with some of the most desirable businesses.

William Illing has been delivering Competency-Based Interviews for more than 20 years and for the last 8 years has also written and delivered workshops designed to significantly improve Competency-Based Interview skills.

FAQs

What is a Competency-Based Interview?

It is the part of the interview focused not on your knowledge, but on the key behaviours required for the role, e.g. customer focus, collaboration, leadership etc and Competency-Based Interview: The Competitive Advantage provides deeper insight into this interview technique and how to succeed at it.

What are the most common interview questions?

Whilst the type of experience or knowledge required differ from role to role, the key behavioural indicators for success often have commonality between roles and between companies. Competency-Based Interviews: The Competitive Advantage has the most

commonly sought behaviours and the questions asked to ascertain them currently.

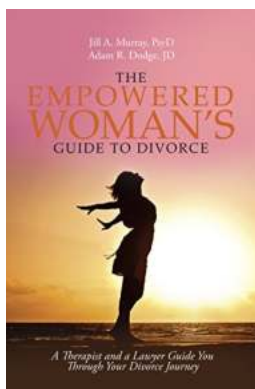
How do you prepare for a job interview?

Well, there are a number of things that you want to consider, but above all else, you want examples drawn from your own experience that demonstrates that you have the desired experience, knowledge and behaviours for the role. The person that has the best examples is most likely going to win. Competency-Based Interviews: The Competitive Advantage will provide you with a better method for putting your examples together than the more commonly used STAR approach.



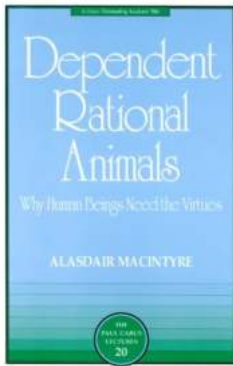
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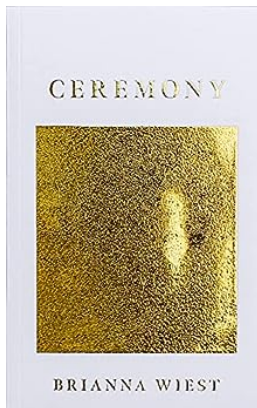
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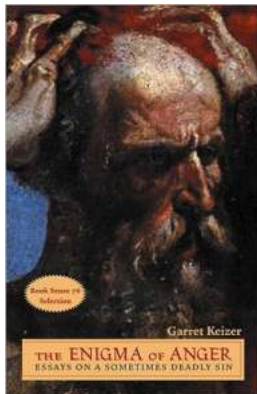
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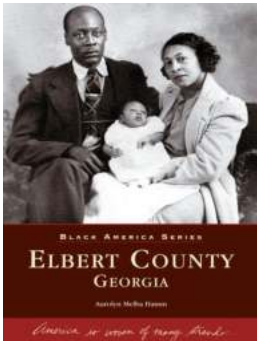
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